

UNDERSTANDING OF SPECIAL CONDITIONS OF TEMPORARY LIMITED APPOINTMENT

The following conditions of employment with the U.S. Fish and Wildlife Service are applicable to all persons serving under temporary limited appointments:

1. Temporary limited employees do not acquire competitive status or eligibility to be noncompetitively converted to career-conditional appointments.
2. Temporary limited employees do not serve a probationary period.
3. Temporary limited employees are not eligible for promotion, reassignment, or transfer to other jobs, but may be detailed to another position in the Department that meets the criteria for temporary employment.
4. Temporary limited employees are not eligible for coverage under the Civil Service Retirement System, the Federal Employees Retirement System, or the Federal Employees' Group Life Insurance Program. Coverage may be available if you are moving from a covered position.
5. Temporary limited employees are not eligible for coverage under the Federal Employee Health Benefits Program until completing at least one year of current continuous service. Coverage may be available if you are moving from a covered position. (Note: Employees on 1039 hr. appointments are not eligible for health benefits.)
6. Temporary limited employees are not covered by adverse action procedures even when converted to a new temporary appointment with service extending beyond one year.
7. Temporary limited employees are not competing employees under reduction-in-force procedures and their service may be terminated at any time upon written notice.
8. Temporary limited employees are not eligible for within-grade increases when serving in a General Schedule (GS) position. Federal Wage System (WG) employees are eligible for within-grade increases.
9. Temporary limited employees are eligible to work on a part-time, intermittent, or full-time basis.
10. Temporary limited employees earn leave (except military leave) when appointed to a position with a regularly scheduled tour of duty, either part-time or full-time. All regularly scheduled temporary employees earn sick leave, and those whose appointments are for more than 90 days also earn annual leave.

I have read and understand the conditions of my employment as described above.

Signature

Date